



United States
Office of Personnel Management

Office of Merit Systems Oversight and Effectiveness
Digest of Significant Classification Decisions and Opinions
January 1987
No. 09-06

Standard: N/A
Factor: N/A
Issue: Comparison of the status of civilian and military positions

Identification of the Classification Issue

In an appeal to the Classification Appeals Office, an appellant contended that the grade level of his position did not provide the "status" or "rank" necessary to effectively perform liaison work with flag rank officers.

Resolution

The Office of Personnel Management determined that the appellant had a regular and recurring need to provide advice and assistance to high level (flag rank) military officers as well as to coordinate information with top officials in his agency. This required considerable tact, diplomacy, and an understanding of protocol. The Office of Personnel Management recognized that the status of a particular position can be an important consideration in carrying out duties and responsibilities in a military operation, and that much attention is given to the "rank in the man" concept. In classifying civilian positions under the General Schedule classification system, however, comparison to military rank is not a valid classification consideration. A pay grade cannot be added solely to raise a General Schedule position to equate the "status" of the General Schedule and military positions. Classification decisions must be based solely on an evaluation of a position's official duties and responsibilities in comparison with published the Office of Personnel Management classification standards. The Office of Personnel Management concluded that the position was properly classified at its current grade level.